



# ***Occupations In Demand***



## **Mississippi Partnership Workforce Investment Area**

# 2005

Mississippi Department of Employment Security  
Labor Market Information

***“Increasing Employment In Mississippi”***

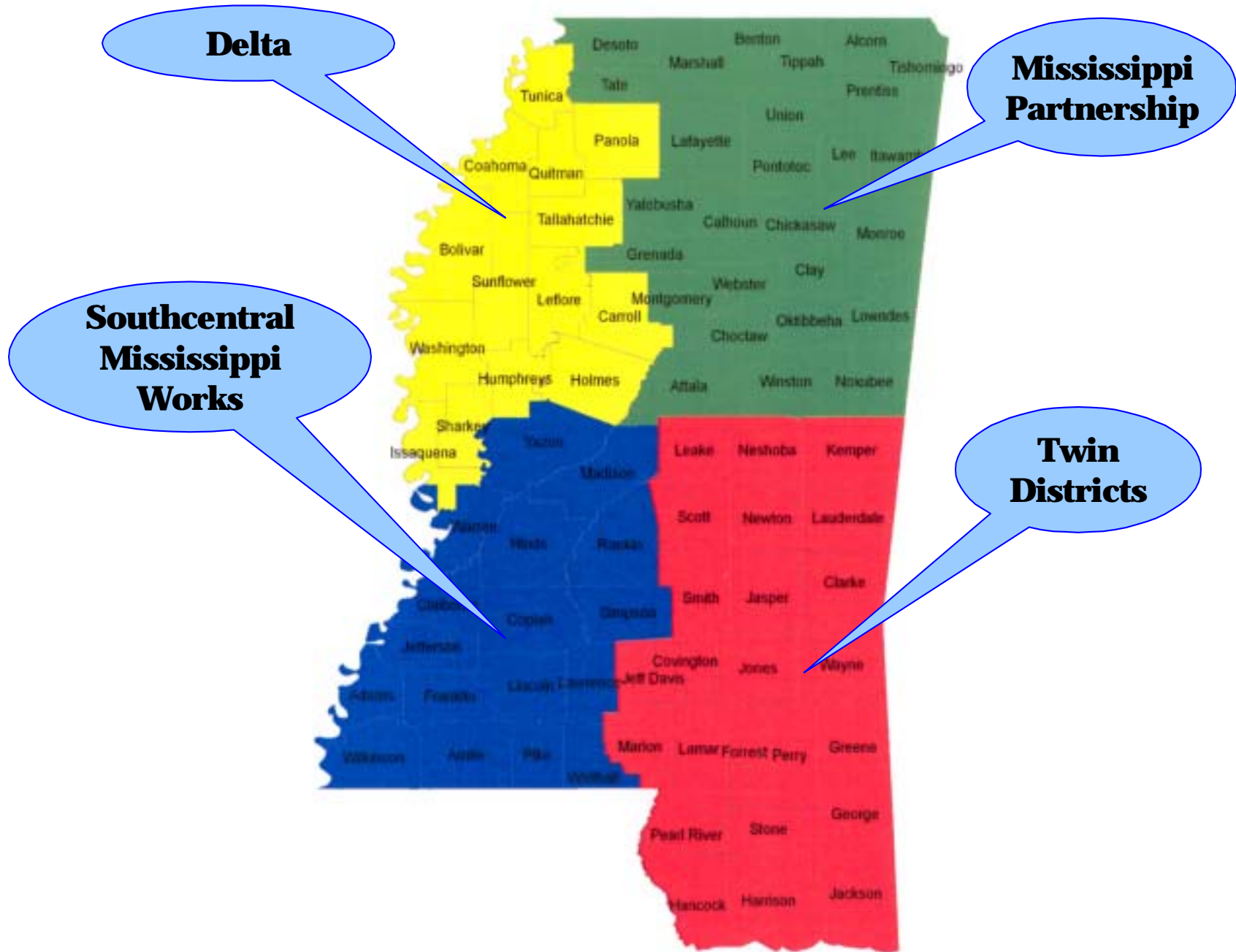


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# Workforce Investment Areas



# Introduction

Each year, in conjunction with the federal Bureau of Labor Statistics the Labor Market Information Department, a unit of the Mississippi Department of Employment Security, conducts an occupational wage survey of businesses across the state. The data from that survey are then input into special software which produces long term projections of occupational needs for various areas of the state. Complete results of this survey are published at our agency website (cited throughout this publication). One significant output of this process is a tabulation of annual demand for workers by specific occupation. ***Occupations in Demand*** takes a look at this annual demand, which includes both new and replacement workers, in an attempt to highlight those occupations with the highest need for workers. Various tables show selected occupations sorted by annual need, by average wages paid, and by job zone. Job zones are an indication of how much experience, education or training are needed to qualify for that particular occupation. The final table in the series highlights those jobs which LMI staff view as the “hottest” occupations across the state. These were ascertained by a combination of annual demand and wages paid, a process explained in further detail within that section. It is hoped that the data contained in this publication will be of tremendous value for job seekers, training providers, public officials and economic developers across Mississippi. Should you require further information or need assistance in interpreting the information found within, please do not hesitate to contact the LMI Department for guidance.

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# **Explanation of Terms**

## **SOC Code**

Standard Occupational Classification code, an occupational classification system devised by the U.S. Department of Labor with input from the states. It is the federal standard, and should be used by all state and federal agencies dealing with occupational data.

## **Occupational Title**

The standard title assigned to a specific occupation under SOC.

## **Annual Demand**

The projected number of workers needed on an annual basis for the years 2000 through 2010, as determined by the occupational projections data. It includes both new workers and replacements for those who die, retire, or change occupations.

## **Average Overall Wage**

An estimate of average hourly or annual earnings for all workers within a specific occupation regardless of experience level. This should be viewed as an estimate of potential earnings rather than as an entry level wage for the inexperienced worker. Certain salaried occupations, such as teachers, are generally paid a monthly or annual salary and may not show an hourly wage estimate.

## **Average Starting Wage**

An estimate of average hourly or annual earnings for the new or inexperienced worker within a specific occupation. These are wages which a person just starting out in an occupation could reasonably expect to earn. Certain salaried occupations may not show an hourly wage estimate.

## **Job Zone**

These indicate the most common level of education, training, and/or experience required to perform the job and are derived from the O\*Net system developed by the U.S. Department of Labor. The higher the number, the more education, training or other preparation is required.

## General Trends

As shown in the accompanying table, it is estimated that some 13,625 new and replacement workers will be needed in the Mississippi Partnership region on an annual basis over the next several years. The distribution of this demand across the various occupational sectors is somewhat irregular, with a handful of sectors tending to dominate the needs. Anticipated earnings across the various job groups are also quite varied and worthy of further analysis. Among the 22 occupational clusters, the largest annual demands should be found in the areas of **Sales & Related** and **Production**. Wages in the first sector will generally be below average. Starting wages in the latter will be above the mean, but overall earnings will be below average. The fewest number of new and replacement workers can be expected in **Life, Physical & Social Science** and in **Legal** occupations. Both sectors are expected to offer above average wages. **Management** occupations may perhaps be considered the “hottest” sector, with above average demand and mean annual earnings of \$63,323 to lead all categories. Other occupational clusters with above average demand for workers that also have above average wage potential include **Education, Training & Library** and **Healthcare Practitioners & Technical** occupations. Three other sectors with higher than average demand for workers show below average wage rates. Conversely, some of the categories with the least need for workers are listed among the highest paying sectors. From this it can be deduced that there should be ample opportunity for employment for incoming workers, provided that wages are not a main concern. Competition for those jobs which pay the best could turn out to be quite stiff.

# Summary of Occupational Sectors

SOC Code	Occupational Sector	Annual Demand	Average Starting Wage		Average Overall Wage	
			Hourly	Annual	Hourly	Annual
Total, All Occupations		13,625	\$7.08	\$14,719	\$12.94	\$26,910
11-0000	Management Occupations	740	\$14.65	\$30,462	\$29.96	\$62,323
13-0000	Business and Financial Operations Occupations	255	\$12.03	\$25,024	\$19.70	\$40,970
15-0000	Computer and Mathematical Occupations	85	\$8.34	\$17,357	\$16.31	\$33,915
17-0000	Architecture and Engineering Occupations	140	\$13.09	\$27,221	\$21.20	\$44,101
19-0000	Life, Physical, and Social Science Occupations	65	\$11.22	\$23,341	\$18.02	\$37,488
21-0000	Community and Social Services Occupations	90	\$10.80	\$22,458	\$15.10	\$31,401
23-0000	Legal Occupations	70	\$10.23	\$21,281	\$21.77	\$45,279
25-0000	Education, Training, and Library Occupations	925	\$7.23	\$15,034	\$14.83	\$30,844
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	100	\$7.58	\$15,764	\$14.69	\$30,547
29-0000	Healthcare Practitioners and Technical Occupations	760	\$11.27	\$23,446	\$21.14	\$43,962
31-0000	Healthcare Support Occupations	280	\$6.72	\$13,982	\$8.79	\$18,288
33-0000	Protective Service Occupations	245	\$7.79	\$16,206	\$11.63	\$24,197
35-0000	Food Preparation and Serving Related Occupations	1,185	\$5.96	\$12,397	\$7.04	\$14,649
37-0000	Building and Grounds Cleaning and Maintenance Occupations	390	\$6.16	\$12,823	\$8.37	\$17,408
39-0000	Personal Care and Service Occupations	325	\$6.07	\$12,631	\$7.77	\$16,162
41-0000	Sales and Related Occupations	1,715	\$6.10	\$12,686	\$10.19	\$21,201
43-0000	Office and Administrative Support Occupations	1,700	\$7.57	\$15,737	\$11.33	\$23,574
45-0000	Farming, Fishing, and Forestry Occupations	215	\$6.84	\$14,232	\$10.69	\$22,229
47-0000	Construction and Extraction Occupations	685	\$8.74	\$18,176	\$12.34	\$25,666
49-0000	Installation, Maintenance, and Repair Occupations	595	\$9.35	\$19,448	\$14.58	\$30,327
51-0000	Production Occupations	1,925	\$8.53	\$17,740	\$12.32	\$25,620
53-0000	Transportation and Material Moving Occupations	1,145	\$7.02	\$14,597	\$11.18	\$23,256

**NOTE: Figures in RED are above average**

# High Demand Occupations

Looking at the occupations most in demand over the next decade, it is readily apparent that the outlook is somewhat of a mixed bag. When education, training and wages are factored into the equation, one finds that many of the jobs which will require the most new and replacement workers generally pay below average wages and require little or no advanced preparation. There are some notable exceptions to this general tendency, such as **Registered Nurses** and **General & Operations Managers**. Each of these require substantial education or experience and pay well above the regional average. Among the top ten demand occupations, the only other one which promises above average overall pay is **Truck Drivers, Heavy & Tractor Trailer**. Only about one in four of the top one hundred occupations in demand reported potential earnings above the regional average of \$26,910 per year. Analysis of the Job Zone data reveals that roughly half of the top 100 occupations will require little or no formal training (Job Zones 1 & 2). Approximately forty-five percent will require moderate to long term preparation (Job Zones 3 & 4). Only four of the top 100 occupations fall into the Job Zone 5 category, which involves extensive education and/or experience. A more detailed look at expectations within each job zone follows in a later section.



## Top 100 Occupations - Annual Demand

Rank	SOC Code	Occupational Title	Annual Demand	Average Starting Wage		Average Overall Wage		Job Zone
				Hourly	Annual	Hourly	Annual	
1	41-2011	Cashiers	655	\$6.04	\$12,572	\$7.11	\$14,797	1
2	41-2031	Retail Salespersons	590	\$6.20	\$12,888	\$9.37	\$19,491	2
3	29-1111	Registered Nurses	340	\$16.73	\$34,794	\$21.70	\$45,141	4
4	53-7062	Laborers and Freight, Stock, and Material Movers, Hand	305	\$6.51	\$13,543	\$8.98	\$18,681	1
5	53-3032	Truck Drivers, Heavy and Tractor-Trailer	245	\$9.45	\$19,654	\$15.01	\$31,213	2
6	35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	235	\$6.01	\$12,495	\$6.61	\$13,741	1
7	35-3031	Waiters and Waitresses	225	\$5.93	\$12,337	\$6.31	\$13,135	1
8	51-2092	Team Assemblers	220	\$7.73	\$16,086	\$10.50	\$21,846	1
9	11-1021	General and Operations Managers	215	\$15.77	\$32,800	\$32.52	\$67,651	4
10	43-5081	Stock Clerks and Order Fillers	200	\$6.31	\$13,130	\$9.38	\$19,503	2
11	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	195	\$6.18	\$12,849	\$7.89	\$16,421	1
12	31-1012	Nursing Aides, Orderlies, and Attendants	175	\$6.38	\$13,270	\$7.93	\$16,493	2
13	43-9061	Office Clerks, General	165	\$6.96	\$14,487	\$9.63	\$20,021	2
14	51-4121	Welders, Cutters, Solderers, and Brazers	155	\$10.85	\$22,560	\$12.97	\$26,970	2
15	25-9041	Teacher Assistants	155	n/a	\$12,605	n/a	\$13,435	3
16	25-2021	Elementary School Teachers, Except Special Education	150	n/a	\$22,379	n/a	\$30,869	4
17	41-1011	First-Line Supervisors/Managers of Retail Sales Workers	145	\$8.19	\$17,044	\$13.08	\$27,214	2
18	51-1011	First-Line Supervisors/Managers of Production and Operating Workers	140	\$12.11	\$25,183	\$17.81	\$37,050	3
19	49-9042	Maintenance and Repair Workers, General	135	\$8.20	\$17,060	\$13.01	\$27,064	3
20	39-9011	Child Care Workers	135	\$6.15	\$12,785	\$6.71	\$13,956	1
21	25-2031	Secondary School Teachers, Except Special and Vocational Education	130	n/a	\$23,860	n/a	\$32,985	4
22	35-2021	Food Preparation Workers	130	\$5.91	\$12,287	\$6.91	\$14,381	1
23	41-4012	Sales Representatives, Wholesale & Manufacturing, Not Tech. & Scientific Prodt	125	\$10.24	\$21,307	\$18.38	\$38,222	2
24	43-1011	First-Line Supervisors/Managers of Office and Administrative Support Wc	120	\$10.91	\$22,695	\$16.98	\$35,328	3
25	47-2031	Carpenters	120	\$8.56	\$17,795	\$11.85	\$24,649	3
26	43-3071	Tellers	120	\$8.33	\$17,334	\$10.10	\$21,004	2
27	45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	120	\$5.93	\$12,340	\$6.78	\$14,102	1
28	43-6014	Secretaries, Except Legal, Medical, and Executive	115	\$6.95	\$14,456	\$9.70	\$20,176	2
29	53-7064	Packers and Packagers, Hand	115	\$6.52	\$13,557	\$9.55	\$19,865	1
30	43-3031	Bookkeeping, Accounting, and Auditing Clerks	110	\$8.11	\$16,873	\$11.69	\$24,323	3
31	43-4171	Receptionists and Information Clerks	110	\$7.06	\$14,693	\$9.10	\$18,936	2
32	29-2061	Licensed Practical and Licensed Vocational Nurses	105	\$10.41	\$21,643	\$12.32	\$25,629	3
33	53-7051	Industrial Truck and Tractor Operators	105	\$9.02	\$18,753	\$11.34	\$23,592	1
34	35-2014	Cooks, Restaurant	105	\$6.04	\$12,553	\$7.05	\$14,662	3

**NOTE: Wages in RED are above average**

## Top 100 Occupations - Annual Demand

Rank	SOC Code	Occupational Title	Annual Demand	Average Starting Wage		Average Overall Wage		Job Zone
				Hourly	Annual	Hourly	Annual	
35	51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, I	100	\$9.08	\$18,888	\$11.77	\$24,487	2
36	43-4051	Customer Service Representatives	95	\$8.41	\$17,497	\$11.71	\$24,361	2
37	47-2061	Construction Laborers	95	\$7.76	\$16,150	\$9.62	\$20,010	1
38	37-2012	Maids and Housekeeping Cleaners	95	\$5.97	\$12,410	\$7.04	\$14,641	1
39	35-2011	Cooks, Fast Food	95	\$5.94	\$12,352	\$6.58	\$13,678	2
40	33-3051	Police and Sheriff's Patrol Officers	80	\$10.60	\$22,051	\$13.29	\$27,638	3
41	43-5071	Shipping, Receiving, and Traffic Clerks	80	\$8.69	\$18,083	\$11.04	\$22,961	1
42	49-3023	Automotive Service Technicians and Mechanics	75	\$7.61	\$15,821	\$13.00	\$27,045	3
43	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	75	\$8.84	\$18,383	\$12.60	\$26,199	1
44	53-3033	Truck Drivers, Light or Delivery Services	75	\$7.31	\$15,202	\$11.30	\$23,510	1
45	13-2011	Accountants and Auditors	70	\$14.59	\$30,351	\$21.50	\$44,715	4
46	35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Worke	70	\$8.22	\$17,108	\$10.66	\$22,170	3
47	51-9198	Helpers--Production Workers	70	\$8.52	\$17,727	\$10.40	\$21,636	1
48	35-2012	Cooks, Institution and Cafeteria	70	\$5.98	\$12,429	\$7.08	\$14,731	2
49	47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction V	65	\$13.06	\$27,155	\$18.48	\$38,437	4
50	51-4041	Machinists	65	\$10.69	\$22,227	\$13.96	\$29,047	4
51	35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	65	\$5.94	\$12,357	\$6.64	\$13,809	1
52	47-2073	Operating Engineers and Other Construction Equipment Operators	60	\$9.73	\$20,244	\$12.30	\$25,588	3
53	37-3011	Landscaping and Groundskeeping Workers	60	\$6.20	\$12,904	\$8.66	\$18,004	1
54	53-3022	Bus Drivers, School	60	\$5.96	\$12,398	\$7.67	\$15,945	1
55	11-1011	Chief Executives	55	\$19.57	\$40,705	\$48.43	\$100,735	5
56	43-6011	Executive Secretaries and Administrative Assistants	55	\$10.41	\$21,650	\$14.55	\$30,264	4
57	49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	50	\$14.58	\$30,328	\$20.56	\$42,767	4
58	23-1011	Lawyers	45	\$11.28	\$23,462	\$29.93	\$62,247	5
59	47-2111	Electricians	45	\$12.35	\$25,695	\$15.21	\$31,637	3
60	51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal &	45	\$10.68	\$22,205	\$12.20	\$25,384	2
61	51-6031	Sewing Machine Operators	45	\$7.84	\$16,307	\$11.15	\$23,198	1
62	51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	45	\$8.48	\$17,632	\$11.02	\$22,928	2
63	53-3031	Driver/Sales Workers	45	\$6.95	\$14,451	\$9.62	\$20,011	1
64	39-5012	Hairdressers, Hairstylists, and Cosmetologists	45	\$5.95	\$12,376	\$9.62	\$20,008	3
65	35-9021	Dishwashers	45	\$5.92	\$12,307	\$6.35	\$13,204	1
66	25-2022	Middle School Teachers, Except Special and Vocational Education	40	n/a	\$25,359	n/a	\$32,377	4
67	47-2152	Plumbers, Pipefitters, and Steamfitters	40	\$9.47	\$19,689	\$14.02	\$29,162	3

**NOTE: Wages in RED are above average**

## Top 100 Occupations - Annual Demand

Rank	SOC Code	Occupational Title	Annual Demand	Average Starting Wage		Average Overall Wage		Job Zone
				Hourly	Annual	Hourly	Annual	
68	33-3012	Correctional Officers and Jailers	40	\$9.28	\$19,310	\$10.27	\$21,364	2
69	43-4111	Interviewers, Except Eligibility and Loan	40	\$7.25	\$15,079	\$9.23	\$19,198	3
70	35-2015	Cooks, Short Order	40	\$5.96	\$12,394	\$6.94	\$14,443	1
71	11-3031	Financial Managers	35	\$16.47	\$34,256	\$26.48	\$55,082	5
72	25-2041	Special Education Teachers, Preschool, Kindergarten, and Elementary S	35	n/a	\$24,848	n/a	\$32,145	4
73	43-5061	Production, Planning, and Expediting Clerks	35	\$10.24	\$21,301	\$14.31	\$29,772	2
74	51-6093	Upholsterers	35	\$10.10	\$21,002	\$13.44	\$27,955	3
75	33-2011	Fire Fighters	35	\$9.56	\$19,882	\$13.00	\$27,044	2
76	43-3011	Bill and Account Collectors	35	\$9.05	\$18,816	\$11.40	\$23,707	2
77	53-7063	Machine Feeders and Offbearers	35	\$8.37	\$17,410	\$10.83	\$22,516	1
78	43-4071	File Clerks	35	\$6.05	\$12,594	\$8.23	\$17,108	3
79	33-9032	Security Guards	35	\$6.07	\$12,622	\$7.43	\$15,453	1
80	35-3041	Food Servers, Nonrestaurant	35	\$5.94	\$12,365	\$6.81	\$14,158	1
81	11-9032	Education Administrators, Elementary and Secondary School	30	n/a	\$43,714	n/a	\$55,787	4
82	11-9021	Construction Managers	30	\$14.94	\$31,066	\$21.62	\$44,975	4
83	11-3011	Administrative Services Managers	30	\$11.92	\$24,795	\$19.94	\$41,485	4
84	41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	30	\$10.72	\$22,301	\$19.16	\$39,863	3
85	11-9051	Food Service Managers	30	\$9.88	\$20,548	\$15.13	\$31,466	4
86	41-3021	Insurance Sales Agents	30	\$11.30	\$23,507	\$14.92	\$31,036	3
87	51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	30	\$11.94	\$24,837	\$14.47	\$30,098	3
88	51-2041	Structural Metal Fabricators and Fitters	30	\$11.30	\$23,501	\$12.97	\$26,969	4
89	49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	30	\$9.62	\$20,017	\$12.93	\$26,893	3
90	51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	30	\$9.59	\$19,938	\$12.51	\$26,023	2
91	25-2011	Preschool Teachers, Except Special Education	30	\$6.97	\$14,494	\$12.09	\$25,142	4
92	31-9091	Dental Assistants	30	\$9.80	\$20,386	\$11.21	\$23,313	2
93	51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	30	\$8.26	\$17,189	\$10.38	\$21,591	2
94	51-4072	Molding, Coremaking, Casting Machine Setters/ Operators/Tenders, Metal	30	\$8.93	\$18,583	\$10.02	\$20,840	2
95	53-7061	Cleaners of Vehicles and Equipment	30	\$6.74	\$14,029	\$9.49	\$19,737	1
96	41-2021	Counter and Rental Clerks	30	\$6.15	\$12,782	\$8.90	\$18,520	1
97	43-4081	Hotel, Motel, and Resort Desk Clerks	30	\$6.12	\$12,721	\$6.99	\$14,532	2
98	29-1051	Pharmacists	25	\$16.60	\$34,521	\$31.93	\$66,420	4
99	11-3051	Industrial Production Managers	25	\$18.84	\$39,182	\$31.32	\$65,146	4
100	11-9111	Medical and Health Services Managers	25	\$21.62	\$44,972	\$29.00	\$60,328	5

**NOTE: Wages in RED are above average**

## Top 100 Occupations - Average Overall Wage

Rank	SOC Code	Occupational Title	Annual Demand	Average Hourly Wage	Average Annual Wage	Job Zone
1	29-1067	Surgeons	5	\$84.87	\$176,537	5
2	29-1063	Internists, General	0	\$83.28	\$173,228	5
3	29-1062	Family and General Practitioners	15	\$75.31	\$156,650	5
4	29-1065	Pediatricians, General	5	\$62.27	\$129,514	5
5	11-1011	Chief Executives	55	\$48.43	\$100,735	5
6	11-2022	Sales Managers	20	\$38.58	\$80,245	4
7	11-9041	Engineering Managers	10	\$37.93	\$78,892	5
8	41-3031	Securities, Commodities, and Financial Services Sales Agents	5	\$34.93	\$72,649	4
9	41-9031	Sales Engineers	5	\$32.81	\$68,254	5
10	29-1020	Dentists	10	\$32.58	\$67,761	5
11	11-1021	General and Operations Managers	215	\$32.52	\$67,651	4
12	29-1051	Pharmacists	25	\$31.93	\$66,420	4
13	15-1032	Computer Software Engineers, Systems Software	5	\$31.73	\$65,994	4
14	11-9121	Natural Sciences Managers	0	\$31.65	\$65,839	5
15	25-1021	Computer Science Teachers, Postsecondary	5	n/a	\$65,348	5
16	11-3051	Industrial Production Managers	25	\$31.32	\$65,146	4
17	25-1063	Economics Teachers, Postsecondary	0	n/a	\$65,040	5
18	17-2041	Chemical Engineers	0	\$30.77	\$64,003	5
19	17-2071	Electrical Engineers	5	\$29.95	\$62,290	5
20	25-1011	Business Teachers, Postsecondary	15	n/a	\$62,280	4
21	23-1011	Lawyers	45	\$29.93	\$62,247	5
22	11-2021	Marketing Managers	5	\$29.57	\$61,514	4
23	11-3021	Computer and Information Systems Managers	15	\$29.14	\$60,619	5
24	11-9111	Medical and Health Services Managers	25	\$29.00	\$60,328	5
25	27-1011	Art Directors	0	\$28.96	\$60,240	4
26	13-2051	Financial Analysts	5	\$28.87	\$60,044	5
27	25-1052	Chemistry Teachers, Postsecondary	5	n/a	\$58,986	5
28	17-2141	Mechanical Engineers	10	\$28.36	\$58,983	4
29	53-2011	Airline Pilots, Copilots, and Flight Engineers	0	n/a	\$58,934	4
30	17-2081	Environmental Engineers	5	\$28.23	\$58,719	4
31	17-2051	Civil Engineers	5	\$27.22	\$56,617	4
32	11-9032	Education Administrators, Elementary and Secondary School	30	n/a	\$55,787	4
33	25-1054	Physics Teachers, Postsecondary	5	n/a	\$55,458	5
34	11-3031	Financial Managers	35	\$26.48	\$55,082	5

NOTE: Figures in RED are above average

## Top 100 Occupations - Average Overall Wage

Rank	SOC Code	Occupational Title	Annual Demand	Average Overall Wage Hourly	Annual	Job Zone
35	29-1124	Radiation Therapists	0	\$26.19	\$54,469	3
36	13-2031	Budget Analysts	0	\$26.05	\$54,183	4
37	25-1042	Biological Science Teachers, Postsecondary	10	n/a	\$53,176	5
38	25-1192	Home Economics Teachers, Postsecondary	0	n/a	\$53,045	5
39	23-1021	Administrative Law Judges, Adjudicators, and Hearing Officers	0	\$25.44	\$52,907	5
40	11-3040	Human Resources Managers	15	\$25.33	\$52,685	4
41	11-9131	Postmasters and Mail Superintendents	5	\$25.25	\$52,528	4
42	19-1023	Zoologists and Wildlife Biologists	0	\$24.92	\$51,837	5
43	19-2012	Physicists	0	\$24.87	\$51,720	5
44	13-1111	Management Analysts	10	\$24.83	\$51,637	4
45	11-3061	Purchasing Managers	10	\$24.73	\$51,441	4
46	15-1021	Computer Programmers	15	\$24.65	\$51,265	4
47	17-1011	Architects, Except Landscape and Naval	0	\$24.58	\$51,124	5
48	25-1065	Political Science Teachers, Postsecondary	5	n/a	\$50,971	5
49	25-1125	History Teachers, Postsecondary	5	n/a	\$50,947	5
50	17-2131	Materials Engineers	5	\$24.28	\$50,511	5
51	25-1022	Mathematical Science Teachers, Postsecondary	10	n/a	\$50,410	5
52	11-3071	Transportation, Storage, and Distribution Managers	10	\$24.11	\$50,158	4
53	25-1067	Sociology Teachers, Postsecondary	5	n/a	\$49,973	5
54	27-2022	Coaches and Scouts	10	n/a	\$49,624	5
55	25-1126	Philosophy and Religion Teachers, Postsecondary	0	n/a	\$49,568	5
56	25-1066	Psychology Teachers, Postsecondary	5	n/a	\$49,300	5
57	19-1021	Biochemists and Biophysicists	0	\$23.59	\$49,077	5
58	13-1051	Cost Estimators	15	\$23.49	\$48,862	4
59	11-2011	Advertising and Promotions Managers	5	\$23.41	\$48,692	4
60	17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	5	\$23.41	\$48,692	4
61	15-1051	Computer Systems Analysts	15	\$23.36	\$48,588	3
62	53-6051	Transportation Inspectors	0	\$23.35	\$48,558	4
63	53-6011	Bridge and Lock Tenders	0	\$23.32	\$48,505	2
64	51-8092	Gas Plant Operators	0	\$23.28	\$48,424	3
65	29-1123	Physical Therapists	10	\$23.11	\$48,078	5
66	19-1010	Agricultural and Food Scientists	0	\$23.05	\$47,949	4
67	25-1081	Education Teachers, Postsecondary	10	n/a	\$47,697	5

NOTE: Figures in RED are above average

## Top 100 Occupations - Average Overall Wage

Rank	SOC Code	Occupational Title	Annual Demand	Average Overall Wage Hourly	Annual	Job Zone
68	17-2112	Industrial Engineers	15	\$22.89	\$47,613	4
69	13-1031	Claims Adjusters, Examiners, and Investigators	5	\$22.81	\$47,446	3
70	41-4011	Sales Representatives, Wholesale & Manufacturing, Technical & Scientific Products	15	\$22.68	\$47,185	3
71	29-1131	Veterinarians	5	\$22.63	\$47,072	5
72	17-2072	Electronics Engineers, Except Computer	5	\$22.50	\$46,796	5
73	27-1014	Multi-Media Artists and Animators	0	\$22.29	\$46,367	4
74	29-2033	Nuclear Medicine Technologists	0	\$22.12	\$46,007	3
75	15-1031	Computer Software Engineers, Applications	5	\$22.09	\$45,938	4
76	25-1194	Vocational Education Teachers, Postsecondary	15	\$22.04	\$45,851	4
77	27-2042	Musicians and Singers	0	n/a	\$45,502	4
78	29-1111	Registered Nurses	340	\$21.70	\$45,141	4
79	19-2031	Chemists	5	\$21.64	\$45,016	4
80	11-9021	Construction Managers	30	\$21.62	\$44,975	4
81	11-2031	Public Relations Managers	10	\$21.61	\$44,959	4
82	13-2011	Accountants and Auditors	70	\$21.50	\$44,715	4
83	15-1071	Network and Computer Systems Administrators	10	\$21.49	\$44,706	4
84	19-3021	Market Research Analysts	0	\$21.48	\$44,671	4
85	15-1061	Database Administrators	5	\$21.29	\$44,279	3
86	13-1021	Purchasing Agents and Buyers, Farm Products	0	\$21.23	\$44,154	4
87	19-4091	Environmental Science and Protection Technicians, Including Health	0	\$21.23	\$44,149	4
88	19-3051	Urban and Regional Planners	0	\$21.01	\$43,700	4
89	25-1124	Foreign Language and Literature Teachers, Postsecondary	5	n/a	\$43,647	5
90	13-2021	Appraisers and Assessors of Real Estate	5	\$20.94	\$43,558	4
91	41-9091	Door-To-Door Sales Workers, News and Street Vendors, and Related Workers	5	\$20.85	\$43,373	1
92	29-2032	Diagnostic Medical Sonographers	0	\$20.80	\$43,256	3
93	49-9044	Millwrights	10	\$20.69	\$43,035	3
94	49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	50	\$20.56	\$42,767	4
95	15-1081	Network Systems and Data Communications Analysts	5	\$20.48	\$42,602	3
96	29-9010	Occupational Health and Safety Specialists and Technicians	0	\$20.41	\$42,459	5
97	13-2072	Loan Officers	25	\$20.36	\$42,355	3
98	11-3011	Administrative Services Managers	30	\$19.94	\$41,485	4
99	25-1123	English Language and Literature Teachers, Postsecondary	15	n/a	\$41,364	5
100	29-1122	Occupational Therapists	5	\$19.81	\$41,204	4

NOTE: Figures in RED are above average



## Top 100 Occupations - Average Starting Wage\*

Rank	SOC Code	Occupational Title	Annual Demand	Average Starting Wage Hourly	Average Starting Wage Annual	Job Zone
1	29-1065	Pediatricians, General	5	\$62.09	\$129,154	5
2	29-1062	Family and General Practitioners	15	\$42.62	\$88,643	5
3	11-9041	Engineering Managers	10	\$25.81	\$53,691	5
4	29-1020	Dentists	10	\$25.11	\$52,238	5
5	41-9031	Sales Engineers	5	\$24.75	\$51,481	5
6	15-1032	Computer Software Engineers, Systems Software	5	\$24.46	\$50,868	4
7	41-3031	Securities, Commodities, and Financial Services Sales Agents	5	\$24.15	\$50,241	4
8	29-1124	Radiation Therapists	0	\$22.57	\$46,954	3
9	11-9131	Postmasters and Mail Superintendents	5	\$22.00	\$45,756	4
10	11-9121	Natural Sciences Managers	0	\$21.76	\$45,252	5
11	11-9111	Medical and Health Services Managers	25	\$21.62	\$44,972	5
12	53-6011	Bridge and Lock Tenders	0	\$21.51	\$44,731	2
13	11-9032	Education Administrators, Elementary and Secondary School	30	n/a	\$43,714	4
14	17-2071	Electrical Engineers	5	\$20.56	\$42,771	5
15	17-2081	Environmental Engineers	5	\$20.14	\$41,898	4
16	53-2011	Airline Pilots, Copilots, and Flight Engineers	0	n/a	\$41,509	4
17	17-2041	Chemical Engineers	0	\$19.93	\$41,457	5
18	25-1052	Chemistry Teachers, Postsecondary	5	n/a	\$40,826	5
19	11-1011	Chief Executives	55	\$19.57	\$40,705	5
20	25-1021	Computer Science Teachers, Postsecondary	5	n/a	\$40,348	5
21	17-2072	Electronics Engineers, Except Computer	5	\$19.15	\$39,831	5
22	53-6051	Transportation Inspectors	0	\$19.04	\$39,609	4
23	27-1011	Art Directors	0	\$18.95	\$39,417	4
24	11-3051	Industrial Production Managers	25	\$18.84	\$39,182	4
25	29-2033	Nuclear Medicine Technologists	0	\$18.83	\$39,166	3
26	25-1054	Physics Teachers, Postsecondary	5	n/a	\$39,128	5
27	17-2141	Mechanical Engineers	10	\$18.79	\$39,073	4
28	43-5051	Postal Service Clerks	5	\$18.62	\$38,739	2
29	17-2051	Civil Engineers	5	\$18.61	\$38,703	4
30	13-2051	Financial Analysts	5	\$18.35	\$38,174	5
31	15-1031	Computer Software Engineers, Applications	5	\$18.32	\$38,101	4
32	51-8092	Gas Plant Operators	0	\$18.32	\$38,096	3
33	19-1021	Biochemists and Biophysicists	0	\$18.26	\$37,981	5
34	11-3021	Computer and Information Systems Managers	15	\$18.08	\$37,615	5

NOTE: Figures in RED are above average

## Top 100 Occupations - Average Starting Wage\*

Rank	SOC Code	Occupational Title	Annual Demand	Average Starting Wage Hourly	Annual	Job Zone
35	11-2022	Sales Managers	20	\$18.03	\$37,507	4
36	13-1111	Management Analysts	10	\$17.72	\$36,854	4
37	11-3040	Human Resources Managers	15	\$17.70	\$36,824	4
38	25-1063	Economics Teachers, Postsecondary	0	n/a	\$36,394	5
39	29-2032	Diagnostic Medical Sonographers	0	\$17.45	\$36,289	3
40	25-1192	Home Economics Teachers, Postsecondary	0	n/a	\$35,806	5
41	25-1065	Political Science Teachers, Postsecondary	5	n/a	\$35,509	5
42	13-2031	Budget Analysts	0	\$16.88	\$35,112	4
43	25-1126	Philosophy and Religion Teachers, Postsecondary	0	n/a	\$34,989	5
44	29-1111	Registered Nurses	340	\$16.73	\$34,794	4
45	29-1051	Pharmacists	25	\$16.60	\$34,521	4
46	29-1121	Audiologists	0	\$16.58	\$34,495	4
47	11-3031	Financial Managers	35	\$16.47	\$34,256	5
48	17-1011	Architects, Except Landscape and Naval	0	\$16.21	\$33,726	5
49	15-1051	Computer Systems Analysts	15	\$16.15	\$33,601	3
50	25-1022	Mathematical Science Teachers, Postsecondary	10	n/a	\$33,104	5
51	15-1081	Network Systems and Data Communications Analysts	5	\$15.90	\$33,062	3
52	11-2021	Marketing Managers	5	\$15.83	\$32,920	4
53	19-1023	Zoologists and Wildlife Biologists	0	\$15.82	\$32,910	5
54	11-1021	General and Operations Managers	215	\$15.77	\$32,800	4
55	51-8091	Chemical Plant and System Operators	10	\$15.71	\$32,671	2
56	25-1042	Biological Science Teachers, Postsecondary	10	n/a	\$32,593	5
57	11-3071	Transportation, Storage, and Distribution Managers	10	\$15.54	\$32,318	4
58	25-1066	Psychology Teachers, Postsecondary	5	n/a	\$32,300	5
59	15-1021	Computer Programmers	15	\$15.52	\$32,286	4
60	25-1125	History Teachers, Postsecondary	5	n/a	\$32,263	5
61	17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	5	\$15.42	\$32,071	4
62	13-1031	Claims Adjusters, Examiners, and Investigators	5	\$15.39	\$32,005	3
63	19-2012	Physicists	0	\$15.31	\$31,843	5
64	17-2112	Industrial Engineers	15	\$15.29	\$31,813	4
65	25-1194	Vocational Education Teachers, Postsecondary	15	\$15.25	\$31,724	4
66	49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	10	\$15.24	\$31,695	3
67	17-2131	Materials Engineers	5	\$15.21	\$31,644	5

NOTE: Figures in RED are above average



## Top 100 Occupations - Average Starting Wage\*

Rank	SOC Code	Occupational Title	Annual Demand	Average Starting Wage Hourly	Annual	Job Zone
68	19-1010	Agricultural and Food Scientists	0	\$15.08	\$31,357	4
69	25-1081	Education Teachers, Postsecondary	10	n/a	\$31,127	5
70	11-9021	Construction Managers	30	\$14.94	\$31,066	4
71	29-1127	Speech-Language Pathologists	15	\$14.89	\$30,964	5
72	11-9011	Farm, Ranch, and Other Agricultural Managers	25	\$14.79	\$30,766	4
73	11-2031	Public Relations Managers	10	\$14.76	\$30,707	4
74	49-9044	Millwrights	10	\$14.76	\$30,700	3
75	19-4091	Environmental Science and Protection Technicians, Including Health	0	\$14.63	\$30,431	4
76	13-2011	Accountants and Auditors	70	\$14.59	\$30,351	4
77	49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	50	\$14.58	\$30,328	4
78	15-1071	Network and Computer Systems Administrators	10	\$14.57	\$30,297	4
79	49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	0	\$14.44	\$30,025	5
80	27-1021	Commercial and Industrial Designers	0	\$14.31	\$29,775	4
81	25-2023	Vocational Education Teachers, Middle School	5	n/a	\$29,616	4
82	51-7032	Patternmakers, Wood	5	\$14.12	\$29,379	4
83	19-3021	Market Research Analysts	0	\$14.06	\$29,253	4
84	13-1051	Cost Estimators	15	\$14.04	\$29,196	4
85	29-1131	Veterinarians	5	\$14.01	\$29,149	5
86	51-4012	Numerical Tool and Process Control Programmers	0	\$13.95	\$29,022	3
87	29-9010	Occupational Health and Safety Specialists and Technicians	0	\$13.91	\$28,930	5
88	11-3061	Purchasing Managers	10	\$13.90	\$28,914	4
89	17-1022	Surveyors	5	\$13.87	\$28,850	3
90	27-2042	Musicians and Singers	0	n/a	\$28,752	4
91	29-1031	Dietitians and Nutritionists	5	\$13.79	\$28,682	5
92	17-3012	Electrical and Electronics Drafters	5	\$13.72	\$28,533	4
93	41-4011	Sales Representatives, Wholesale & Manufacturing, Technical & Scientific Products	15	\$13.71	\$28,515	3
94	29-1123	Physical Therapists	10	\$13.64	\$28,361	5
95	27-3042	Technical Writers	0	\$13.56	\$28,196	4
96	27-1014	Multi-Media Artists and Animators	0	\$13.45	\$27,984	4
97	29-1126	Respiratory Therapists	25	\$13.44	\$27,965	3
98	21-1012	Educational, Vocational, and School Counselors	20	\$13.42	\$27,913	4
99	19-3051	Urban and Regional Planners	0	\$13.42	\$27,905	4
100	53-7071	Gas Compressor and Gas Pumping Station Operators	0	\$13.39	\$27,842	3

**NOTE: Figures in RED are above average**

\* Occupations for which starting wages were unavailable are excluded from this list

# About Job Zones

**Job Zones** are utilized by the Occupational Information Network (O\*Net) system to ascertain the level of training and/or preparation required for each occupational title. A brief description of requirements for each of the five Job Zones follows:

## **Job Zone One: Little or No Preparation Needed**

No previous work-related skill, knowledge, or experience is needed for these occupations. Employees in these occupations need anywhere from a few days to a few months of training. These occupations involve following instructions and helping others. These occupations may require a high school diploma, GED or a formal training course to obtain a license.

## **Job Zone Two: Some Preparation Needed**

Some previous work-related skill, knowledge, or experience may be helpful in these occupations, but usually is not needed. Employees in these occupations need anywhere from a few months to one year of working with experienced employees. These occupations often involve using your knowledge and skills to help others. These occupations often require a high school diploma and may require some vocational training or job-related courses.

## **Job Zone Three: Medium Preparation Needed**

Previous work-related skill, knowledge, or experience is required for these occupations. Employees in these occupations usually need one or two years of informal training delivered by experienced workers. These occupations often involve using communication and organizational skills to coordinate, supervise, manage, or train others. Most occupations in this zone require training in vocational schools, related on-the-job experience, or an associate's degree.

## **Job Zone Four: Considerable Preparation Needed**

A minimum of two to four years of work-related skill, knowledge, or experience is needed for these occupations. Employees in these occupations usually need several years of experience, on-the-job training, and/or formal training. Most of these occupations involve coordinating, supervising, managing, or training others. Many of these occupations require a bachelor's degree, but some do not.

## **Job Zone Five: Extensive Preparation Needed**

Extensive skill, knowledge, and experience are needed for these occupations. Many require more than five years of experience. Most employees in these occupations will already have the required skills, knowledge, work-related experience, and/or training. These occupations often involve coordinating, training, supervising, or managing the activities of others to accomplish goals. A bachelor's degree is the usual minimum formal education required for these occupations, but a significant number of them require post graduate studies and/or advanced degrees.

## Top 20 Occupations - Annual Demand

### Job Zone One

Rank	SOC Code	Occupational Title	Annual Demand	Average Starting Wage		Average Overall Wage	
				Hourly	Annual	Hourly	Annual
1	41-2011	Cashiers	655	\$6.04	\$12,572	\$7.11	\$14,797
2	53-7062	Laborers and Freight, Stock, and Material Movers, Hand	305	\$6.51	\$13,543	\$8.98	\$18,681
3	35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	235	\$6.01	\$12,495	\$6.61	\$13,741
4	35-3031	Waiters and Waitresses	225	\$5.93	\$12,337	\$6.31	\$13,135
5	51-2092	Team Assemblers	220	<b>\$7.73</b>	<b>\$16,086</b>	\$10.50	\$21,846
6	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	195	\$6.18	\$12,849	\$7.89	\$16,421
7	39-9011	Child Care Workers	135	\$6.15	\$12,785	\$6.71	\$13,956
8	35-2021	Food Preparation Workers	130	\$5.91	\$12,287	\$6.91	\$14,381
9	45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	120	\$5.93	\$12,340	\$6.78	\$14,102
10	53-7064	Packers and Packagers, Hand	115	\$6.52	\$13,557	\$9.55	\$19,865
11	53-7051	Industrial Truck and Tractor Operators	105	<b>\$9.02</b>	<b>\$18,753</b>	\$11.34	\$23,592
12	37-2012	Maids and Housekeeping Cleaners	95	\$5.97	\$12,410	\$7.04	\$14,641
13	47-2061	Construction Laborers	95	<b>\$7.76</b>	<b>\$16,150</b>	\$9.62	\$20,010
14	43-5071	Shipping, Receiving, and Traffic Clerks	80	<b>\$8.69</b>	<b>\$18,083</b>	\$11.04	\$22,961
15	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	75	<b>\$8.84</b>	<b>\$18,383</b>	\$12.60	\$26,199
16	53-3033	Truck Drivers, Light or Delivery Services	75	<b>\$7.31</b>	<b>\$15,202</b>	\$11.30	\$23,510
17	51-9198	Helpers--Production Workers	70	<b>\$8.52</b>	<b>\$17,727</b>	\$10.40	\$21,636
18	35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	65	\$5.94	\$12,357	\$6.64	\$13,809
19	37-3011	Landscaping and Groundskeeping Workers	60	\$6.20	\$12,904	\$8.66	\$18,004
20	53-3022	Bus Drivers, School	60	\$5.96	\$12,398	\$7.67	\$15,945

**NOTE: Wages in RED are above average**

## Top 20 Occupations - Annual Demand

### Job Zone Two

Rank	SOC Code	Occupational Title	Annual Demand	Average Starting Wage		Average Overall Wage	
				Hourly	Annual	Hourly	Annual
1	41-2031	Retail Salespersons	590	\$6.20	\$12,888	\$9.37	\$19,491
2	53-3032	Truck Drivers, Heavy and Tractor-Trailer	245	\$9.45	\$19,654	\$15.01	\$31,213
3	43-5081	Stock Clerks and Order Fillers	200	\$6.31	\$13,130	\$9.38	\$19,503
4	31-1012	Nursing Aides, Orderlies, and Attendants	175	\$6.38	\$13,270	\$7.93	\$16,493
5	43-9061	Office Clerks, General	165	\$6.96	\$14,487	\$9.63	\$20,021
6	51-4121	Welders, Cutters, Solderers, and Brazers	155	\$10.85	\$22,560	\$12.97	\$26,970
7	41-1011	First-Line Supervisors/Managers of Retail Sales Workers	145	\$8.19	\$17,044	\$13.08	\$27,214
8	41-4012	Sales Representatives, Wholesale & Manufacturing, Not Tech. & Scientific Products	125	\$10.24	\$21,307	\$18.38	\$38,222
9	43-3071	Tellers	120	\$8.33	\$17,334	\$10.10	\$21,004
10	43-6014	Secretaries, Except Legal, Medical, and Executive	115	\$6.95	\$14,456	\$9.70	\$20,176
11	43-4171	Receptionists and Information Clerks	110	\$7.06	\$14,693	\$9.10	\$18,936
12	51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and	100	\$9.08	\$18,888	\$11.77	\$24,487
13	35-2011	Cooks, Fast Food	95	\$5.94	\$12,352	\$6.58	\$13,678
14	43-4051	Customer Service Representatives	95	\$8.41	\$17,497	\$11.71	\$24,361
15	35-2012	Cooks, Institution and Cafeteria	70	\$5.98	\$12,429	\$7.08	\$14,731
16	51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plas	45	\$10.68	\$22,205	\$12.20	\$25,384
17	51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	45	\$8.48	\$17,632	\$11.02	\$22,928
18	33-3012	Correctional Officers and Jailers	40	\$9.28	\$19,310	\$10.27	\$21,364
19	43-5061	Production, Planning, and Expediting Clerks	35	\$10.24	\$21,301	\$14.31	\$29,772
20	33-2011	Fire Fighters	35	\$9.56	\$19,882	\$13.00	\$27,044

**NOTE: Wages in RED are above average**

## Top 20 Occupations - Annual Demand

### Job Zone Three

Rank	SOC Code	Occupational Title	Annual Demand	Average Starting Wage		Average Overall Wage	
				Hourly	Annual	Hourly	Annual
1	25-9041	Teacher Assistants	155	n/a	\$12,605	n/a	\$13,435
2	51-1011	First-Line Supervisors/Managers of Production and Operating Workers	140	\$12.11	\$25,183	\$17.81	\$37,050
3	49-9042	Maintenance and Repair Workers, General	135	\$8.20	\$17,060	\$13.01	\$27,064
4	43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	120	\$10.91	\$22,695	\$16.98	\$35,328
5	47-2031	Carpenters	120	\$8.56	\$17,795	\$11.85	\$24,649
6	43-3031	Bookkeeping, Accounting, and Auditing Clerks	110	\$8.11	\$16,873	\$11.69	\$24,323
7	29-2061	Licensed Practical and Licensed Vocational Nurses	105	\$10.41	\$21,643	\$12.32	\$25,629
8	35-2014	Cooks, Restaurant	105	\$6.04	\$12,553	\$7.05	\$14,662
9	33-3051	Police and Sheriff's Patrol Officers	80	\$10.60	\$22,051	\$13.29	\$27,638
10	49-3023	Automotive Service Technicians and Mechanics	75	\$7.61	\$15,821	\$13.00	\$27,045
11	35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	70	\$8.22	\$17,108	\$10.66	\$22,170
12	47-2073	Operating Engineers and Other Construction Equipment Operators	60	\$9.73	\$20,244	\$12.30	\$25,588
13	47-2111	Electricians	45	\$12.35	\$25,695	\$15.21	\$31,637
14	39-5012	Hairdressers, Hairstylists, and Cosmetologists	45	\$5.95	\$12,376	\$9.62	\$20,008
15	47-2152	Plumbers, Pipefitters, and Steamfitters	40	\$9.47	\$19,689	\$14.02	\$29,162
16	43-4111	Interviewers, Except Eligibility and Loan	40	\$7.25	\$15,079	\$9.23	\$19,198
17	51-6093	Upholsterers	35	\$10.10	\$21,002	\$13.44	\$27,955
18	43-4071	File Clerks	35	\$6.05	\$12,594	\$8.23	\$17,108
19	41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	30	\$10.72	\$22,301	\$19.16	\$39,863
20	41-3021	Insurance Sales Agents	30	\$11.30	\$23,507	\$14.92	\$31,036

**NOTE: Wages in RED are above average**

## Top 20 Occupations - Annual Demand

### Job Zone Four

Rank	SOC Code	Occupational Title	Annual Demand	Average Starting Wage		Average Overall Wage	
				Hourly	Annual	Hourly	Annual
1	29-1111	Registered Nurses	340	\$16.73	\$34,794	\$21.70	\$45,141
2	11-1021	General and Operations Managers	215	\$15.77	\$32,800	\$32.52	\$67,651
3	25-2021	Elementary School Teachers, Except Special Education	150	n/a	\$22,379	n/a	\$30,869
4	25-2031	Secondary School Teachers, Except Special and Vocational Education	130	n/a	\$23,860	n/a	\$32,985
5	13-2011	Accountants and Auditors	70	\$14.59	\$30,351	\$21.50	\$44,715
6	47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction Workers	65	\$13.06	\$27,155	\$18.48	\$38,437
7	51-4041	Machinists	65	\$10.69	\$22,227	\$13.96	\$29,047
8	43-6011	Executive Secretaries and Administrative Assistants	55	\$10.41	\$21,650	\$14.55	\$30,264
9	49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	50	\$14.58	\$30,328	\$20.56	\$42,767
10	25-2022	Middle School Teachers, Except Special and Vocational Education	40	n/a	\$25,359	n/a	\$32,377
11	25-2041	Special Education Teachers, Preschool, Kindergarten, and Elementary School	35	n/a	\$24,848	n/a	\$32,145
12	11-9032	Education Administrators, Elementary and Secondary School	30	n/a	\$43,714	n/a	\$55,787
13	11-9021	Construction Managers	30	\$14.94	\$31,066	\$21.62	\$44,975
14	11-3011	Administrative Services Managers	30	\$11.92	\$24,795	\$19.94	\$41,485
15	11-9051	Food Service Managers	30	\$9.88	\$20,548	\$15.13	\$31,466
16	51-2041	Structural Metal Fabricators and Fitters	30	\$11.30	\$23,501	\$12.97	\$26,969
17	25-2011	Preschool Teachers, Except Special Education	30	\$6.97	\$14,494	\$12.09	\$25,142
18	29-1051	Pharmacists	25	\$16.60	\$34,521	\$31.93	\$66,420
19	11-3051	Industrial Production Managers	25	\$18.84	\$39,182	\$31.32	\$65,146
20	11-9011	Farm, Ranch, and Other Agricultural Managers	25	\$14.79	\$30,766	\$17.05	\$35,462

**NOTE: Wages in RED are above average**

## Top 20 Occupations - Annual Demand

### Job Zone Five

Rank	SOC Code	Occupational Title	Annual Demand	Average Starting Wage		Average Overall Wage	
				Hourly	Annual	Hourly	Annual
1	11-1011	Chief Executives	55	\$19.57	\$40,705	\$48.43	\$100,735
2	23-1011	Lawyers	45	\$11.28	\$23,462	\$29.93	\$62,247
3	11-3031	Financial Managers	35	\$16.47	\$34,256	\$26.48	\$55,082
4	11-9111	Medical and Health Services Managers	25	\$21.62	\$44,972	\$29.00	\$60,328
5	25-4021	Librarians	25	\$6.32	\$13,148	\$13.22	\$27,493
6	21-1021	Child, Family, and School Social Workers	20	\$11.59	\$24,106	\$14.20	\$29,544
7	29-1062	Family and General Practitioners	15	\$42.62	\$88,643	\$75.31	\$156,650
8	11-3021	Computer and Information Systems Managers	15	\$18.08	\$37,615	\$29.14	\$60,619
9	25-1123	English Language and Literature Teachers, Postsecondary	15	n/a	\$21,005	n/a	\$41,364
10	29-1127	Speech-Language Pathologists	15	\$14.89	\$30,964	\$19.44	\$40,441
11	25-1121	Art, Drama, and Music Teachers, Postsecondary	15	n/a	\$22,565	n/a	\$40,196
12	11-9041	Engineering Managers	10	\$25.81	\$53,691	\$37.93	\$78,892
13	29-1020	Dentists	10	\$25.11	\$52,238	\$32.58	\$67,761
14	25-1042	Biological Science Teachers, Postsecondary	10	n/a	\$32,593	n/a	\$53,176
15	25-1022	Mathematical Science Teachers, Postsecondary	10	n/a	\$33,104	n/a	\$50,410
16	27-2022	Coaches and Scouts	10	n/a	\$22,155	n/a	\$49,624
17	29-1123	Physical Therapists	10	\$13.64	\$28,361	\$23.11	\$48,078
18	25-1081	Education Teachers, Postsecondary	10	n/a	\$31,127	n/a	\$47,697
19	21-1022	Medical and Public Health Social Workers	10	\$9.85	\$20,486	\$14.42	\$29,997
20	29-1067	Surgeons	5	n/a	n/a	\$84.87	\$176,537

**NOTE: Wages in RED are above average**



## Determining the *“Hottest”* Occupations

A variety of methods could have been used to ascertain which occupations might prove to be the most attractive to students and other job seekers. For purposes of this publication, a fairly simple method of indexing desirability was utilized. Assuming that any person seeking work in a particular occupation would want to ensure that there was at least moderate demand for workers in that field and that it should pay a reasonable wage, LMI staff devised a method of indexing these factors. It was determined that the average annual demand for workers among all occupational titles across the Mississippi Partnership region was roughly 20 persons per year. The average annual salary for all surveyed occupations was found to be approximately \$26,910. For starting wages the mean was determined to be about \$14,719. As a first step, any occupation with below average demand or not paying average or above wages was eliminated. To arrive at the “Hot Factor” used for ranking the remaining occupations, the annual demand for that occupation was divided by the overall average of 20. Then the annual overall wage for each occupation was divided by the average of \$26,910 and the starting wage was divided by \$14,719. The three “indexes” derived from these calculations were then added together to obtain the “Hot Factor”. For example, if a certain occupation had an annual demand of 50 persons, the first “index” would be 50 divided by 20, or 2.50. If that same occupation had an annual salary of \$37,500, the second “index” would be \$37,500 divided by \$26,910 or 1.39. If the starting wage was \$20,500, then dividing \$20,500 by \$14,719 would yield 1.39. Adding the three “indexes” together would produce a “Hot Factor” of 5.28 which would have placed it among this year’s hottest occupations. Generally speaking, any occupation with above average demand and above average wages would be a candidate for inclusion in the list. Higher wages might offset lower demand or vice versa, but the end result should still yield a reasonable approximation of the most desirable occupations.



## The 50 *"Hottest"* Jobs

	SOC Code	Occupational Title	Annual Demand	Average Starting Wage	Average Annual Wage	"Hot" Factor
1	29-1111	Registered Nurses	340	\$34,794	\$45,141	21.04
2	11-1021	General and Operations Managers	215	\$32,800	\$67,651	15.49
3	53-3032	Truck Drivers, Heavy and Tractor-Trailer	245	\$19,654	\$31,213	14.75
4	51-2092	Team Assemblers	220	\$16,086	\$21,846	12.90
5	51-4121	Welders, Cutters, Solderers, and Brazers	155	\$22,560	\$26,970	10.28
6	25-2021	Elementary School Teachers, Except Special Education	150	\$22,379	\$30,869	10.17
7	51-1011	First-Line Supervisors/Managers of Production and Operating Workers	140	\$25,183	\$37,050	10.09
8	43-9061	Office Clerks, General	165	\$14,487	\$20,021	9.98
9	41-1011	First-Line Supervisors/Managers of Retail Sales Workers	145	\$17,044	\$27,214	9.42
10	25-2031	Secondary School Teachers, Except Special and Vocational Education	130	\$23,860	\$32,985	9.35
11	11-1011	Chief Executives	55	\$40,705	\$100,735	9.26
12	41-4012	Sales Representatives, Wholesale & Manufacturing, Not Tech. & Scientific Products	125	\$21,307	\$38,222	9.12
13	49-9042	Maintenance and Repair Workers, General	135	\$17,060	\$27,064	8.91
14	43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	120	\$22,695	\$35,328	8.85
15	47-2031	Carpenters	120	\$17,795	\$24,649	8.12
16	43-3071	Tellers	120	\$17,334	\$21,004	7.96
17	29-2061	Licensed Practical and Licensed Vocational Nurses	105	\$21,643	\$25,629	7.67
18	43-3031	Bookkeeping, Accounting, and Auditing Clerks	110	\$16,873	\$24,323	7.55
19	43-6014	Secretaries, Except Legal, Medical, and Executive	115	\$14,456	\$20,176	7.48
20	53-7051	Industrial Truck and Tractor Operators	105	\$18,753	\$23,592	7.40
21	13-2011	Accountants and Auditors	70	\$30,351	\$44,715	7.22
22	43-4171	Receptionists and Information Clerks	110	\$14,693	\$18,936	7.20
23	51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	100	\$18,888	\$24,487	7.19
24	43-4051	Customer Service Representatives	95	\$17,497	\$24,361	6.84
25	47-2061	Construction Laborers	95	\$16,150	\$20,010	6.59

## The 50 *"Hottest"* Jobs

SOC Code	Occupational Title	Annual Demand	Average Starting Wage	Average Annual Wage	"Hot" Factor
26	11-9111 Medical and Health Services Managers	25	\$44,972	\$60,328	6.55
27	11-9032 Education Administrators, Elementary and Secondary School	30	\$43,714	\$55,787	6.54
28	11-2022 Sales Managers	20	\$37,507	\$80,245	6.53
29	33-3051 Police and Sheriff's Patrol Officers	80	\$22,051	\$27,638	6.53
30	47-1011 First-Line Supervisors/Managers of Construction Trades and Extraction Workers	65	\$27,155	\$38,437	6.52
31	11-3051 Industrial Production Managers	25	\$39,182	\$65,146	6.33
32	23-1011 Lawyers	45	\$23,462	\$62,247	6.16
33	49-1011 First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	50	\$30,328	\$42,767	6.15
34	11-3031 Financial Managers	35	\$34,256	\$55,082	6.12
35	43-5071 Shipping, Receiving, and Traffic Clerks	80	\$18,083	\$22,961	6.08
36	29-1051 Pharmacists	25	\$34,521	\$66,420	6.06
37	51-9061 Inspectors, Testers, Sorters, Samplers, and Weighers	75	\$18,383	\$26,199	5.97
38	51-4041 Machinists	65	\$22,227	\$29,047	5.84
39	49-3023 Automotive Service Technicians and Mechanics	75	\$15,821	\$27,045	5.83
40	53-3033 Truck Drivers, Light or Delivery Services	75	\$15,202	\$23,510	5.66
41	51-9198 Helpers--Production Workers	70	\$17,727	\$21,636	5.51
42	35-1012 First-Line Supervisors/Managers of Food Preparation and Serving Workers	70	\$17,108	\$22,170	5.49
43	43-6011 Executive Secretaries and Administrative Assistants	55	\$21,650	\$30,264	5.35
44	47-2073 Operating Engineers and Other Construction Equipment Operators	60	\$20,244	\$25,588	5.33
45	11-9021 Construction Managers	30	\$31,066	\$44,975	5.28
46	47-2111 Electricians	45	\$25,695	\$31,637	5.17
47	25-2022 Middle School Teachers, Except Special and Vocational Education	40	\$25,359	\$32,377	4.93
48	11-3011 Administrative Services Managers	30	\$24,795	\$41,485	4.73
49	51-4021 Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	45	\$22,205	\$25,384	4.70
50	11-9011 Farm, Ranch, and Other Agricultural Managers	25	\$30,766	\$35,462	4.66

## Exploring Occupations Further

Although the focus of this publication is on those occupations most in demand, the LMI Department has data available on literally hundreds of other job titles. Visiting our website at <http://mdes.ms.gov> will open the doorway to a myriad of other information about occupational trends across the state and substate regions. In addition, the U.S. Department of Labor has developed a system for occupational exploration known as the Occupational Information Network, or **O\*Net** for short. This system is free to all users with internet access, requires no special software and is very user friendly. It can be accessed online at <http://online.onetcenter.org>. The **O\*Net** system is an innovative tool for finding out all sorts of pertinent information about a particular occupation. Users can find a wealth of information about skills required to succeed in a particular occupation, common tasks performed, and working environments. The system utilizes the same SOC code found in this document, but it also uses keywords and partial job titles to help people select an occupational field of interest. **O\*Net** will even provide a list of related occupations for any job title chosen, so as to expose the user to a broader range of possibilities. Used in conjunction with this publication, **O\*Net** should become an invaluable tool for those involved in guidance counseling, or for anyone desiring to expand their knowledge of occupational information. Any questions about **O\*Net** or anything else contained in this document should be directed to the LMI Department of the Mississippi Department of Employment Security.

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